



## City Building

### Gender Pay Gap Narrative 2020

#### About Us

As one of Scotland's largest construction businesses, City Building delivers a range of repairs and maintenance, construction, and refurbishment activities across the public, private and third sectors.

City Building also provides one of the largest construction craft apprenticeship programmes in Scotland and, in addition, operates Royal Strathclyde Blindcraft Industries (RSBi) – one of the largest supported manufacturing businesses in Europe. RSBi employees over 250 people, more than 50% of whom have a disability.

City Building welcomes the opportunity to report its gender pay gap figures for 2019/20.

#### Our Gender Pay Gap

City Building falls under the requirement for organisations with 250 employees or more to report their gender pay gap with figures compiled based on the reporting snapshot of 5 April 2019.

Now in the third year of gender pay gap reporting our data includes the following as set out in the reporting requirements:

- mean gender pay gap
- median gender pay gap
- the proportion of men and women in each quartile pay band

Under the legislation requirements we are reporting for:

#### City Building Glasgow and City Building Contracts

The gender pay gap is a measure of the difference between men's and women's average earnings across our workforce. We are confident that men and women are paid equally for doing equivalent jobs across our workforce.

	City Building Glasgow	City Building Contracts
Mean Gender Pay Gap	3.4%	6.1%
Median Gender Pay gap	2.9%	8.0%

Quartiles	Male	Female	Male	Female
Lower Quartile	84.8%	15.2%	87.8%	12.2%
Lower Middle quartile	86.5%	13.5%	96.9%	3.1%
Upper Middle Quartile	89.2%	10.8%	94.8%	5.2%
Upper Quartile	90.6%	9.4%	92.8%	7.2%

City Building Glasgow and City Building Contracts do not operate a bonus or long-term incentive scheme for any of our employees therefore we are not required to report bonus gender pay gap figures.



## **Driving Diversity and Inclusion across our Business**

Creating sustainable employment opportunities for all our workforce is of crucial importance to us.

The construction industry faces challenges to address historical issues of gender imbalance along with attracting individuals from ethnic minorities and individuals with a disability into the sector.

However, at City Building we are proud of the steps we have taken to ensure our workforce reflects our society, customers and communities that we serve.

Our senior management team is split 50:50 between men and women. We have highly engaged and loyal employees with the average length of service being 17 years for males and 15 years for females – many of whom have moved from trade roles to supervisory and managerial positions.

24% of our female workforce are employed in craft trade roles – significantly higher than the industry average.

10% of our apprentices are female – again significantly higher than industry averages.

6% of our apprentices are from an ethnic minority.

8% of our apprentices have a disability.

We also recognise that to address imbalance in our business and wider industry we have a leadership role to play in ensuring future generations of talent consider a career in construction and we take this role seriously.

Our Training Centre staff have an ongoing programme of visiting Glasgow secondary schools to provide information on apprenticeships and a career in construction. We work with our existing female apprentices to promote the sector and who can speak about the positive impact a career in construction has had on them. In addition, we have learned that school pupils engage better with the apprentices rather than staff as they feel more comfortable talking to them. This method of reaching potential employees is a major driver in a higher attraction level from females interested in construction as well as promoting a positive image of the sector and female role models.

We also proactively promote work experience to potential new staff currently at school so that they can have a hands-on experience of what roles are available and offer employment support through testing and mock interviews.

All these activities are essential to promoting a positive image of construction and to reach as diverse an applicant group as possible – particularly those individuals who would not have considered a career in this sector.

## **Our Continued Action Plan**

We are proud of our successes to break down barriers to encourage women to join City Building but we know that we still have some challenges to overcome. Over the last twelve months we have continued our proactive approach to diversity and inclusion to ensure opportunities for all.



Specifically, during this period we have:

- promoted 22 women within the business
- extended our flexible working offering to retain our female talent
- developed coaching and mentoring opportunities for both males and females to support their progress within the business

We will continue to invest to develop our workforce and to implement our action plans to reduce our gender pay gap. We will also continue to monitor, and capture data related to our workforce to ensure that we maintain our efforts to create a working environment to attract, retain and enable all talent to flourish.

I can confirm that the data reported and the information in this statement is accurate.

Dr Graham Paterson  
Executive Director  
March 2020